



## Plan Summary – Contract 008201 City of Rockville Thrift & Supplemental Plan

Recordkeeping and educational services are provided by Prudential Retirement.

Website: [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement)

Interactive Voice Response (IVR) service (weekdays 8:00a.m. – 9:00p.m. Eastern time): 877-778-2100

### Eligibility and Entry

You are eligible to join the plan if you:

- are an administrative employee hired on or after 4/15/86
- are a union employee hired on or after 12/2/86

You may enter the plan on the first day of your employment.

### Pay

In general, pay is base pay including longevity pay.

### Salary Deferral Contributions

You may choose to contribute from 1% to 5% of your pay. ***You may not change this amount in the future.***

Your taxable income is reduced by the amount you contribute through salary deferral. This lets you reduce your current income taxes. Your total salary deferral in 2011 may not be more than \$16,500. Your maximum deferral percentage and/or dollar amount may also be limited by IRS regulations. Your salary deferral contributions are included in the wages used to determine your social security tax.

### Employer Contributions

Your employer will match 50% of the pay you contribute to the plan through salary deferral.

Employer contributions may change in the future.

### Vesting

You are always 100% vested in the contributions YOU choose to defer. You cannot forfeit these contributions.

You are vested in City of Rockville contributions based on years of vesting service with your employer as shown below.

<b>Years</b>	Less than 3	3
<b>Vesting Percentage</b>	0%	100%

### Investments

Contributions will be automatically directed to the plan's investment default if you do not choose any investment options. The investment default is a GoalMaker® portfolio. GoalMaker creates model asset-allocation portfolios based on your age, risk tolerance, and your years to retirement. You will be placed in one of the GoalMaker portfolio models based on your current age and the number of years you have left until an assumed retirement age of 65 and a Conservative risk tolerance level.

You may invest your contributions and employer contributions in any of the investment options offered by the plan. For detailed information about your investment options, please visit [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or contact Prudential at 877-778-2100.

### **Investment Mix Changes**

You may change your investment mix anytime. Changes may be made through your online account at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or by calling 877-778-2100.

### **Account Information**

You may obtain account information through:

- Quarterly statements
- Website: [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement)
- Interactive Voice Response (IVR) system: 877-778-2100

### **Expenses**

City of Rockville pays the plan administrative expenses.

### **When You Receive Benefits**

Benefits are payable at:

- Normal Retirement
- Early Retirement\*
- Death
- Disability
- Termination of employment

\*Must cease employment to receive this benefit.

### **Other Information**

This summary includes a brief description of your employer's retirement plan. If there are any discrepancies between this summary and the plan document, the plan document will govern. Contact your employer if you would like to see the plan document.

Most withdrawals/distributions are subject to taxation and required withholding. Check with your financial/tax advisor on how this may affect you.

Prudential Retirement is required by the IRS to withhold 20% of any distribution eligible for rollover if it is not directly rolled over to another eligible retirement plan, including an IRA, or used to purchase an annuity to be paid over a minimum period of the lesser of 10 years or the participant's life expectancy. This withholding will offset a portion of federal income taxes you owe on the distribution.

The retirement account may be affected differently by individual state taxation rules. Contact your tax advisor with questions.

Prudential's Call Center representatives are available to answer questions about the retirement plan, too. Please call 877-778-2100 (weekdays 8:00am – 9:00pm Eastern time) to speak with a representative.

For more information about Prudential Retirement, visit [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement)